

FOCUS IS A CONCENTRATION OF ATTENTION

The theme of the third issue of Coaching magazine is **FOCUS. How to keep focus in this dynamic time?**

Focus means the concentration of attention and energy on something. It is our choice on what we want to focus. It has a close connection to direction, centering and coming to the point, exactly what you do in good coaching. And your pre-defined priorities are the objectives you follow. Additionally, we need a vision -- then it is easy to not lose focus. Vision, priorities, direction, and focus all belong together. For me personally, coaching is a great tool for learning more about myself, my reactions and how to improve my self-management. And this is a guarantee to better manage the dynamics of today's agile world and to stay focused on managing the challenges.

Why is focus important by your opinion?

Focus gives you an actual status quo of your business, your personality, your mindset. Focus is also the place from which you design your future business and future development of your mindset and life situation in the coming years. It is also the point for reflection and change of destructive behavior that has not brought the results you expected.

You've been doing coaching for a long time. How did you choose coaching as an interest / job? What inspired you?

In 2011 I visited a friend who is business coach and she introduced me to the idea of coaching. I liked the approach a lot: not giving advice, giving space for new thinking, changing perspectives and points of view, taking shortcuts, and reaching a goal faster and in a more focused way.

What companies need to know about coaching, and how coaching can help them develop in people/employees?

Coaching cannot do miracles, but it can support CEOs and Managers at all levels to bring out their full potential as leaders. It can help them understand their role and function, and support them in implementing the strategy, developing their coworkers and implementing a more productive corporate culture. In my work, I use degrees of maturity, which help the coachee become aware of his/her personal space for development. From trial and error to following procedures, reflecting on them and improving and developing their coworkers, it is a long way but it is worth the investment of effort. Does coaching culture start to live in companies around the world, and how do you see this process?

Since 2011 I have been a member of ICF (International Coach Federation) and in November 2018 I was elected president of the German Chapter. One benefit of this global organization, which has 30.000 members all over the world, is that we certify our coaches on an international level as ACC (Associates Certified Coach), PCC (Professional Certified Coach) and MCC (Master Certified Coach). This certification is required by many global and regional companies because they know these coaches will deliver consistent professional standards according to defined competencies and ethical standards worldwide. More and more companies appreciate this standard of quality in coaching and ask for ICF and other qualified coaches.

What is the greatest benefit that an individual can have from coaching?

My clients tell me that it can be a short cut. They say that they might have reached their goals without me, but not as fast and maybe not with as clearly defined steps. Maybe it's all about clarity and finding time for focus. Our day to day business does not allow us to stop to reflect. Coaching does allow this... it is extra time, exclusively for the coachee with a partner that does not give advice. I find that they really appreciate that! All a coach does it to open a so-called „enabling space“ that allows the coachee to create new ideas and approaches to a certain topic.

Share with us an inspirational story.

I spent most of my life abroad, although I was born in one the most beautiful cities in the world, Salzburg, the city of Mozart. The city itself is inspiring with its beautiful architecture, mountains, lakes, restaurants, music, and interesting people coming every year to the traditional festivals during the summer. After finishing university and living in Vienna for a few years my husband and me went with two babies, our wonderful daughters Carolina and Veronika, to Moscow, where we spent 5 years. In 1999 we moved to Poland, Warsaw with 3 children. I had given birth to our son Johannes in July and started to work in September at the Goethe Institute to teach German language. I love to work with people. One year I was enrolled as a doctoral student at Warsaw and Salzburg University. I started to write my thesis, in culture studies on a topic about migration and culture transfer. It was a topic taken from my life experience, because when you go from one country to the next like we did, you wonder if it is the right thing to do to put all your energy into a place where you will not be spending the rest of your life and where probably no one will even remember you after you are gone.

Life in a foreign country requires a tremendous effort, to organize your family's and your own personal life, to learn the language, to make friends, to organize business ...and then, once you have succeeded at all that, you change to another country. And then when you go home to your own home country you recognize that you have missed a few years. The topic of loss and beginning from zero is a permanent experience for me. In my life, I see a lot of Serbian people who contribute to the wealth of foreign countries abroad and make their life abroad and come back home during summer and Christmas season to see their old parents and relatives. They also share the experience of loss and living in two worlds. But they stay focused, because they have values that keep them on track and that are their backbone. It's the same with coaching. It is a way to change and make new experiences and still stay true to your core values. A coach is like a friend that supports you without being angry if you do it your own way. What I want to say is, our life is a permanent experience of loss and gaining something new, and a coach can be tremendously useful with all the transitions we have to go through.

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Monika PICKER, PhD/PCC

Throughout her 25 years abroad, including stints in Russia, Poland, Serbia, Southeast Europe, and Central Asia, Monika worked with top executives, up-and-coming young professionals, artists and university leaders. Her intercultural professional experience is an invaluable resource to her clients, providing a solid foundation and understanding of topics like permanent change, self-management, and day-to-day business. Monika's area of focus is in entrepreneurial thinking and developing businesses and employees to meet their fullest potential. Coming from a family of entrepreneurs - 4th generation - she has a profound understanding of entrepreneurship. Monika studied law and has a PhD in culture science and philological studies. She is an ICF certified PCC Business Coach with an emphasis on communication, intercultural understanding, and compliance and can provide Coaching in German, English, Russian, Polish or Serbian. Born in Austria/Salzburg, Monika is a lover of classical music, art, books, and good business style. She is happily married since 1987 and mother of 3 grown up children. Since November 2018 Monika is President of ICF (International Coach Federation) Chapter Germany.



Foto: Schemast Salzburg

